



June 24, 2013

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# Unit 5, California Highway Patrol Officer Salary Survey

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**Labor Relations Division**  
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## **Overview**

This salary survey is prepared by the Department of Human Resources (CalHR) pursuant to the bargaining agreement between the State of California and the California Association of Highway Patrolmen (CAHP), covering collective bargaining Unit 5, Highway Patrol and Government Code (GC) Section 19827.

## **Labor Agreement Survey Requirement**

The labor agreement also referred to as the Memorandum of Understanding (MOU) between the State of California and the CAHP has a term of July 3, 2010 through July 3, 2018. The State is required to continue providing California Highway Patrol Officers with general salary increases (GSI) as required by Government Code 19827. The salary increase is determined by the compensation survey as referenced in Government Code Section 19827.

## **Government Code Section 19827 Survey Requirement**

This code section requires the State and CAHP to jointly and annually

- survey five specific public law enforcement organizations, and calculate the estimated average total compensation,
- conduct the survey using the methodology described in the “Description of Survey Process Pursuant to Government Code 19827 Regarding the Recruitment and Retention of California Highway Patrol Officers” dated July 1, 2001,
- project average total compensation ahead to July 1 of the year in which the survey is conducted.

The GC also identifies the components of total compensation to be measured, and indicates that total compensation should include retirement contributions made by the employer on behalf of the employee.

## **Survey Methodology—Description of Survey Process Pursuant to Government Code Section 19827**

Attachment 1 displays the survey methodology, including the law enforcement organizations and position classifications to be surveyed. The methodology requires:

- That the survey measure and report on salary range maximum, patrol bonuses, seniority pay (also known as longevity or retention pay), physical

- performance pay, Peace Officer Standards and Training (POST) and other education incentives, and the employee contribution to retirement<sup>1</sup>.
- The use of an average entry age of 24 years, when the employee's retirement contribution rate varies based on age in the surveyed organizations.
  - The CAHP to verify the survey compensation and staffing data collected by the CalHR.
  - The CalHR and CAHP will finalize survey findings by March 31 of each year as data is projected to July 1. A labor agreement Side Letter agreement provides that if an agency for which a projection has been made resolves its contract after March 31 but before the State Controller's cutoff date for the July pay period, then the survey must be adjusted to reflect the actual figures of the new agreement.
  - The CalHR to provide survey information on an Excel spreadsheet.

The methodology identifies the following surveyed organizations and classifications, and indicates the survey's intent is to survey the classification that most closely matches the California Highway Patrol (CHP) Officer, Range A.

<b>Organization</b>	<b>Surveyed Classification</b>
San Francisco Police Department	Police Officer Q2 <sup>2</sup>
San Diego Police Department	Police Officer II
Los Angeles County Sheriff's Department	Deputy Sheriff
Los Angeles Police Department	Police Officer II <sup>3</sup>
Oakland Police Department	Police Officer
California Highway Patrol	CHP Officer, Range A

<sup>1</sup> Government Code Section 19827(a)(1) requires that total compensation include retirement contributions made by the employer on behalf of the employee. The Description of the Survey Process Pursuant to GC 19827 does not require that total compensation include retirement contributions made by the employer on behalf of the employee. Per past agreement between CAHP and CalHR, the survey follows the Description of the Survey Process requirement.

<sup>2</sup> In the Description of the Survey Process Pursuant to GG 19827 document, the surveyed classification is Police Officer III Q4. This is the Police Officer having a POST Advanced Certificate. However, per past agreement between CAHP and CalHR, the surveyed class was changed to Police Officer Q2, which is the officer having the POST Basic Certificate. To meet the intent of the Survey Methodology, the Police Officer Q2 more closely matches the California Highway Patrol Officer, Range A.

<sup>3</sup> In the Survey Methodology, the surveyed classification is Police Officer II. However, per past agreement between CAHP and CalHR, the weighted average salary is computed based on the combined count of Police Officer I, II and III incumbents. The reason is that the Field Training Officer function of the Police Officer III duties is the same as the Field Training Officer function of the CHP Officer, Range A, duties. The Police Officer III class is an assignment to a higher pay grade for a position carrying greater responsibility or requiring greater expertise. The Police Officer I is the cadet class.

The methodology determines the percent by which the California Highway Patrol Officer weighted total compensation leads or lags the combined, weighted average total compensation of the five surveyed organizations.

### **2013 Contract Addendum**

An addendum to the MOU, agreed upon by the State of California and CAHP on June 19, 2013, constituted changes to the Unit 5 salary survey through 2018. The changes to the survey methodology include the following:

- The 2% to the top step salary increase will no longer be excluded from the salary survey starting July 1, 2013.
- Four percent (4%) of the 2013 survey lag will be applied as a general salary increase on July 1, 2013. The remaining lag (1.9%) will be applied to prefund Other Post-Employment Benefits (OPEB).
- A simple average of the tiered retirements for each jurisdiction will be used for the duration of the contract.
- Employee contributions towards OPEB will not be counted towards the survey for FY 13/14 for the State or for the surveyed jurisdictions. Beginning July 1, 2014 the 2% employee contribution towards OPEB from CHP officers only will be included in the survey until June 30, 2018. Beginning July 1, 2018 the full employee OPEB contribution of 3.9% will be included in the survey (2% plus the 1.9% that was redirected on July 1, 2013). In addition, beginning July 1, 2018, the OPEB contributions paid by the employees in the surveyed jurisdictions will be considered.

Also agreed upon in this addendum is language extending the 2% redirect from OPEB to the employee contribution towards retirement, as per GC section 22944.3 and 2010-2013 MOU Section 42(a)(b) for FY 13/14 only. This contribution is in addition to the 9.5% patrol members are required to pay towards the employee contribution to retirement monthly.

Per the 2010-2013 MOU, effective July 1, 2013 the State will contribute 2% towards OPEB for uniformed CHP members. Effective July 1, 2015 the State will match the additional 1.9% contribution towards OPEB making the total State contribution to OPEB 3.9%. State contributions towards OPEB are not reflected in the salary survey for the duration of the contract.

## Included In Attachment 2

In addition to the 2013 Contract Amendment changes to the survey, Attachment 2 displays the computation for the CHP Officers' lag in total compensation behind the surveyed organizations. The survey methodology is summarized as follows:

- The survey individually weights the patrol bonus, seniority, physical performance, and education incentive pays for each surveyed organization and the CHP Officer by the number of officers receiving those pays in each organization.
- For the five surveyed organizations as a group, the survey collectively weights the patrol bonus, seniority, physical performance, and education incentive pays and maximum base salary and employee contribution to retirement by the total officers in the five organizations. The result is the weighted compensation subtotal before subtracting the employee contribution to retirement.
- For the CHP Officer, the survey combines the weighted maximum salary and weighted special pays to determine the weighted compensation subtotal before adding the contribution toward prefunding employee retiree health and then subtracting the employee contribution to retirement.
- For the five surveyed organizations and the CHP Officer, the survey subtracts the weighted employee contribution to retirement from the compensation subtotal resulting in total compensation.
- The CHP Officer total compensation and surveyed organizations' total compensation are compared to determine the percent by which the CHP Officer leads or lags the surveyed organizations' total compensation.
- A CHP Officer lag, rounded to 1/10th percent, becomes the CHP Officer salary increase at July 1, 2013.

## Survey Results

The survey resulted in a 5.9% lag for the CHP Officers, which means that CHP Officers total compensation is currently below the weighted average compensation of the surveyed organizations. Four percent (4%) of this lag will be applied as an increase to the salaries of CHP Officers effective July 1, 2013, and 1.9% will be redirected towards funding Other Post-Employment Benefits (OPEB) effective July 1, 2013, as agreed upon by the addendum to the MOU signed on June 19, 2013.



July 1, 2001

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# **Description of Survey Process Pursuant to Government Code Section 19827 Regarding the Recruitment and Retention of California Highway Patrol (CHP) Officers**



## **Department of Personnel Administration Office of Financial Management and Economic Research**

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Attachment A  
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Enclosed

## EXECUTIVE SUMMARY OF PROCESS

### EXECUTIVE SUMMARY

This document presents the survey methodology and process for the Department of Personnel Administration's survey of five jurisdictions pursuant to Government Code Section 19827. In addition, this methodology and process is to be used for any future surveys performed under this section.

### GOVERNMENT JURISDICTIONS SURVEYED FOR JOB MATCHES

- San Francisco City
- City of San Diego
- Los Angeles County
- City of Los Angeles
- City of Oakland

### COMPENSATION ITEMS TO BE SURVEYED

- Salary Range Maximum
- Patrol Bonuses
- Seniority Pay
- Physical Performance Pay
- Post/Education Incentives
- Employee Contribution to Retirement

### SURVEY TIMING AND EFFECTIVE DATE

The parties will finalize survey findings prior to March 31<sup>st</sup> of each year. Per Government Code Section 19827, survey data is projected to July 1<sup>st</sup>.

### USE OF WEIGHTED AVERAGE

Calculations use numbers of employees receiving compensation multiplied by the amount paid and divided by the survey population to produce the "weighted average."

## INTRODUCTION/BACKGROUND

This survey is produced by the Department of Personnel Administration, in cooperation with the California Association of Highway Patrolmen (CAHP) pursuant to:

*Government Code Section 19827: (a) In order for the State to recruit and retain the highest qualified employees for the California Highway Patrol, it is the policy of the State to compensate State traffic officers the estimated average total compensation as of July 1 of the year in which comparisons are made for the rank corresponding to State traffic officer within the Los Angeles Police Department, Los Angeles County Sheriff's Office, San Diego Police Department, Oakland Police Department, and the San Francisco Police Department. Total compensation includes, but is not limited to, salary, retirement, health and dental insurance, educational incentives, longevity pay, night shift differential, and other skill or incentive pay. Any increase in total compensation resulting from this subdivision shall be implemented through a memorandum of understanding negotiated pursuant to the Ralph C. Dills Act (Chapter 10.3 [commencing with Section 3512] of Division 4 of Title 1). If the provisions of this subdivision are in conflict with the provisions of a memorandum of understanding reached pursuant to Section 3517.5, the memorandum of understanding shall be controlling without further legislative action, except that if the provisions of a memorandum of understanding require the expenditure of funds, the provisions shall not become effective unless approved by the Legislature in the annual Budget Act. (b) When determining compensation for State excluded sworn classifications of the California Highway Patrol, it is the policy of the State to consider total compensation for corresponding ranks within jurisdictions specified in subdivision (a), as well as other factors, including internal comparisons.*

## METHODOLOGY

The survey considers salary rates paid to rank and file officers in five California local governments, law enforcement agencies: San Francisco City Police, City of San Diego Police, Los Angeles County Sheriff's Office, City of Los Angeles Police, and City of Oakland Police. Both the Department of Personnel Administration and the CAHP have access to information and agree to cooperate in the collection and analysis of data necessary to complete this survey. The parties may review these job matches from time to time, but it is the intent of the parties to utilize the classification in the jurisdiction that most closely matches the "CHP Officer, Range A." The surveyed classes in the local government jurisdictions are currently San Francisco City - "Q-4" classification; San Diego City - "PO II" classification; Los Angeles County - "Deputy Sheriff" classification; Los Angeles City - "PO II" classification; and City of Oakland - "Police Officer" classification.

## IDENTIFYING COMPENSATION ITEMS TO BE SURVEYED

In determining 2001 survey findings, the CalHR studied compensation items paid to CHP officers and officers in the survey jurisdictions. The CalHR and CAHP determined that the significant items to be measured and reported were base salary, patrol and incentive bonuses, seniority pay, physical performance pay, POST and other education incentives, and employee contribution to retirement. The parties agree that any pay or incentive items added to the survey must be significant items in order to be reported in the survey. In the original study, some items were studied but not reported due to the direct comparability of the items between jurisdictions or that there was de minimus effect of those items.

## **SURVEY ESTIMATES TO JULY 1<sup>ST</sup>**

The parties will finalize survey findings prior to March 31<sup>st</sup> of each year as data is projected to July 1<sup>st</sup>. The parties may also provide periodic survey updates thereafter and meet to review findings. Projected figures will take into account salary schedule adjustments occurring on July 1<sup>st</sup> or during that fiscal year. As an example, if a 4 percent adjustment is to be granted on July 1<sup>st</sup>, and another 4 percent adjustment on January 1<sup>st</sup>, then the total impact of the increases for the fiscal year would be 6 percent. This annualized change is based on the 4 percent on January 1<sup>st</sup> being an annualized 2 percent base salary increase. This annualized 2 percent, when added to the 4 percent increase on July 1<sup>st</sup> increase, brings the total annualized increase to 6 percent. In the event that a jurisdiction is in the process of negotiating economic terms, the parties may use reasonable projection methods including past history of the jurisdictions and reasonable estimates of anticipated settlements.

## **USE OF WEIGHTED AVERAGE AND ADDITIONAL INFORMATION**

In reporting data, survey information will be provided by the CalHR on an "Excel" spreadsheet using a format provided by the Office of Financial Management, CalHR. The spreadsheet enclosed with this report shall be the format for presenting survey findings under this section. Further, various worksheets for the determination of various special pay items actually included in the survey findings will be documented on a "Word" format. Agreements reached by jurisdictions engaged in negotiations prior to July 1<sup>st</sup> would be taken into account.

The CalHR will collect compensation and staffing data from the jurisdictions and from the State Controllers' Office (SCO) and the CHP, Office of Labor Relations for CHP Officers. Data will be provided to CAHP and verified. In turn, CAHP will provide salary rates and incentive pays for each jurisdiction based on information provided by the unions and their respective MOUs. The CalHR will confirm these figures. Calculations will use the numbers of employees receiving compensation items surveyed multiplied by the amount paid and divided by the survey population to produce the "weighted average."

Salary will be determined by utilizing the top step of the surveyed class in each jurisdiction. Incentive pays will then be added to arrive at a subtotal for compensation before subtracting the employee's contribution to retirement. In jurisdictions where the employee's retirement contribution varies based on age, an average entry age of 24 years will be utilized.

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**Los Angeles Police Protective League**  
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**Oakland Police Officers Association**  
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**San Diego Police Officers Association**  
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California Highway Patrol Five-Jurisdiction Survey  
 Projected to July 1, 2013 - Survey Lag Computation

California Highway Patrol Five - 2013 - Survey Lag Computation

Department of Human Resources

A	B	C	E=From Worksheets	F=From Worksheets	I=From Worksheets	K=From Worksheets	M=From Worksheets	N=F+I+K+M	P=C+N	Q	R=P-Q	S	T=P*S CHP T=R*S	W	X=From CHP Worksheet*W	Y=P-T CHP Y=V-X
Surveyed Agency	# Officers in Surveyed Class	Max. Rate	Patrol Incentive Unweighted	Patrol Incentive Weighted by Officers Receiving Differential	Seniority Pay Weighted by Officers Receiving Differential	POST/ Educ. Diff. Average	Physical Perform Pay (PPP)	Total of Patrol+ Seniority+ POST/Ed+ PPP Pays	Salary+ Patrol Seniority+ POST/Ed+ Physical	MOU Article VI, section 15a	Total After MOU Article VI, section 15a	Employee Ret. Contrib Rate	Employee Retirement Cost	Employee Contribution to Retiree Health	Employee Retiree Health Cost	Net Pay
San Francisco P.D.	1,626	\$9,347	\$0	\$0	\$41	\$358	\$0	\$399	\$9,746	NA	NA	10.83%	\$1,056	0.00%	\$0	\$8,690
San Diego P.D.	1,114	\$6,350	\$337	\$196	\$0	\$373	\$0	\$568	\$6,918	NA	NA	12.67%	\$876	NA	NA	\$6,042
L.A. County Sheriff	7,616	\$6,642	\$133	\$26	\$96	\$645	\$0	\$767	\$7,409	NA	NA	9.58%	\$710	NA	NA	\$6,699
L.A. City P.D.	6,833	\$7,247	\$217	\$154	\$203	\$95	\$0	\$453	\$7,700	NA	NA	8.00%	\$616	0.00%	\$0	\$7,084
City of Oakland P.D.	495	\$8,175	\$0	\$0	\$114	\$104	\$0	\$218	\$8,392	NA	NA	9.00%	\$755	NA	NA	\$7,637
Survey Total	17,684	\$7,149		\$83	\$127	\$374	\$0	\$584	\$7,733	NA			\$717		\$0	\$7,016
CHP Off., Rng. A	6,351	\$7,003		\$0	\$57	\$206	\$108	\$371	\$7,375	\$0	\$7,375	11.50%	\$749	0.00%	\$0	\$6,625.7425

Projected Lag at 7/1/13 5.888613%

Per MOU, 100% of the lag at 7-1-13 provides a general salary increase of 

5.9%
GSI 4.0%
Additional State OPEB: 1.9%

**2% at Max Included. OPEB Contribution Excluded.**

Per GO and CAHP agreement, OPEB contributions not counted in this survey and the full salary is used (including the 2% at top step).

The retirement contribution rates shown are an average of all the varying rates for each jurisdiction.

4% of the survey results will go towards a GSI, and 1.9% will be redirected to OPEB.